

Supplemental Appendix 2 Out-of-State Data by Class

**California Department of Personnel Administration
2007 Total Compensation
Supplemental Out-of-State Survey**

TABLE 1 DPA 2007 TOTAL COMPENSATION SURVEY COLA HISTORY			
Agency	General Employees	Professional Employees	Supervisory / Management Employees
DPA	Last 7-1-07 @ 3.4% Next TBD	N/A	N/A
State of Arizona	7-1-07 @ 3% Next TBD	N/A	N/A
State of Indiana	DNA	N/A	N/A
State of Massachusetts	DNA	N/A	N/A
State of Montana	10-01-06 @ 4% or \$1,188 whichever is larger Next 10-10-07 @ 3%	N/A	N/A
State of Nevada	1-1-07 @ 2% Next 7-1-08 @ 4%	N/A	N/A
State of New Hampshire	7-07 @ \$0.51 per hour 1-08 @ 3.5%	N/A	N/A
State of New Jersey	7-7-07 @ 3% Next 7-08 @ 3%	N/A	N/A
State of New York	NA ¹	N/A	N/A
State of Ohio	7-1-07 @ 3.5% Next 7-1-08 @ 3.5%	N/A	N/A
State of Oregon	7-1-07 @ 3% Next 11-1-08 @ 3.2%	N/A	N/A
State of Utah	7-1-07 @ 3.5% Next TBD	N/A	N/A
Federal Government	DNA	N/A	N/A

N/A = Data not applicable

DNA = Data not available

NOTE: New York State does not provide a COLA, but a location pay. NYC, Westchester, Rockland, and Nassau/Suffolk counties receive \$1,302. Orange, Putman, and Dutchess counties receive \$651



California Department of Personnel Administration
2007 Total Compensation
Supplemental Out-of-State Survey

TABLE 2 DPA 2007 TOTAL COMPENSATION SURVEY WORK WEEK			
Agency	General Employees	Professional Employees	Supervisory / Management Employees
DPA	40 hours	N/A	N/A
State of Arizona	40 hours	N/A	N/A
State of Indiana	37.5 hours	N/A	N/A
State of Massachusetts	37.5 hours	N/A	N/A
State of Montana	40 hours	N/A	N/A
State of Nevada	40 hours	N/A	N/A
State of New Hampshire	37.5 or 40 hours	N/A	N/A
State of New Jersey	At least 35 hours	N/A	N/A
State of New York	37.5 hours	N/A	N/A
State of Ohio	40 hours	N/A	N/A
State of Oregon	40 hours	N/A	N/A
State of Utah	40 hours	N/A	N/A
Federal Government	DNA	N/A	N/A

N/A = Data not applicable

DNA = Data not available



TABLE 3
DPA
2007 TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	\$879 or CoBen \$978	\$165 or CoBen \$196	N/A	N/A	N/A	N/A
State of Arizona	\$1,125	\$125	N/A	N/A	N/A	N/A
State of Indiana	\$963	\$290	N/A	N/A	N/A	N/A
State of Massachusetts	\$1,147	\$367	N/A	N/A	N/A	N/A
State of Montana	\$557	DNA	N/A	N/A	N/A	N/A
State of Nevada	\$808	\$122	N/A	N/A	N/A	N/A
State of New Hampshire	\$1,536	\$54	N/A	N/A	N/A	N/A
State of New Jersey	\$897	1.5% of monthly salary	N/A	N/A	N/A	N/A
State of New York	\$862	\$194	N/A	N/A	N/A	N/A
State of Ohio	\$754	\$133	N/A	N/A	N/A	N/A
State of Oregon	\$1,007	\$0	N/A	N/A	N/A	N/A
State of Utah	\$1,044	\$79	N/A	N/A	N/A	N/A
Federal Government	\$697	\$395	N/A	N/A	N/A	N/A

N/A = Data not applicable

DNA = Data not available

All dollar amounts rounded to the nearest whole number



TABLE 4
DPA
2007 TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	\$90 CoBen Inc. in Med.	\$30 CoBen inc. in Medical	N/A	N/A	N/A	N/A
State of Arizona	\$44	\$54	N/A	N/A	N/A	N/A
State of Indiana	\$62	\$0	N/A	N/A	N/A	N/A
State of Massachusetts	\$60	\$15	N/A	N/A	N/A	N/A
State of Montana	Incl. in medical	DNA	N/A	N/A	N/A	N/A
State of Nevada	Incl. in medical	Incl. in medical	N/A	N/A	N/A	N/A
State of New Hampshire	\$123	\$0	N/A	N/A	N/A	N/A
State of New Jersey	\$27	\$27	N/A	N/A	N/A	N/A
State of New York	DNA	DNA	N/A	N/A	N/A	N/A
State of Ohio	\$71	\$0	N/A	N/A	N/A	N/A
State of Oregon	\$93	\$0	N/A	N/A	N/A	N/A
State of Utah	\$81	\$4	N/A	N/A	N/A	N/A
Federal Government	\$0	DNA	N/A	N/A	N/A	N/A

N/A = Data not applicable

DNA = Data not available

All dollar amounts rounded to the nearest whole number



**TABLE 5
DPA
2007 TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION**

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	\$9	\$0	N/A	N/A	N/A	N/A
State of Arizona	\$0	\$17	N/A	N/A	N/A	N/A
State of Indiana	\$4	\$6	N/A	N/A	N/A	N/A
State of Massachusetts	Incl. with dental	DNA	N/A	N/A	N/A	N/A
State of Montana	DNA	\$22	N/A	N/A	N/A	N/A
State of Nevada	Incl. in medical	Incl. in medical	N/A	N/A	N/A	N/A
State of New Hampshire	Incl. in medical	Incl. in medical	N/A	N/A	N/A	N/A
State of New Jersey	DNA	DNA	N/A	N/A	N/A	N/A
State of New York	DNA	DNA	N/A	N/A	N/A	N/A
State of Ohio	\$18	\$0	N/A	N/A	N/A	N/A
State of Oregon	Incl. in medical	\$0	N/A	N/A	N/A	N/A
State of Utah	\$0	\$16	N/A	N/A	N/A	N/A
Federal Government	\$0	DNA	N/A	N/A	N/A	N/A

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**California Department of Personnel Administration
2007 Total Compensation
Supplemental Out-of-State Survey**

**TABLE 6
DPA
2007 TOTAL COMPENSATION SURVEY
RETIREMENT PRACTICES**

AGENCY	Type of Retirement	PERS/Ind. Employee Portion	PERS/Ind. Employee Portion Paid by Employer	Retirement Benefit	Retirement Formula	Social Security Practices	Employer Retirement Contribution
DPA	PERS	5%	0%	2% @ 55	Avg. Highest 3 Years	7.65%	16.6%
State of Arizona	Arizona State Retirement System	9.1%	0%	2.1% @ 0-19.99 yrs. to high of 2.3% @ 30 yrs.	Highest 36 consecutive months in last 10 years	7.65%	20%
State of Indiana	PERF	N/A	3% to annuity fund	1.1%	Highest 5 consecutive years	7.65%	N/A
State of Massachusetts	Mass. State Retirement Plan	9% or 11% if salary > \$30,000	0%	Age X yrs. of service X salary	Highest 3 years	1.45%	0%
State of Montana	PERS	6.9%	6.9%	2% X highest 3 years	Highest 3 years	7.65%	6.9%
State of Nevada	ER and EE Plan or ER only Plan	10.5% under ER/EE Plan	0%	2.5% prior to 7-1-2001 and 2.67% after 7-1-2001 X yrs. of service	Highest 3 years	.5 FTE pay 7.65% FT 1.45%	10.5% for ER/EE Plan or 20.5% for ER only plan
State of New Hampshire	NH Retirement System	5.0%	0%	Avg. final comp X Service credit	Highest 3 years	7.65%	8.74%
State of New Jersey	PERS	5.5%	0%	Yrs. of Service/55 X Final Avg. Comp	Last 36 months	DNA	0%
State of New York	Employees Retirement System	3%	0%	1.66% w/20 yrs	Highest 3 years	7.65%	10.84%
State of Ohio	OPERS	9.5%	0%	2.2% X final salary X yrs of service	Avg. of highest 3 years	1.45%	13.77%
State of Oregon	PERS	DNA	100%	1.67% X yrs. of service	Avg. highest 3 years	7.65%	DNA
State of Utah	Utah Retirement System	0%	N/A	2% X Yrs of service	Highest 3 yrs.	7.65%	14.21%
Federal Government	FERS	DNA	DNA	1% of highest 3 years x 3 of years	Average of 3 years	7.65%	11.5%

N/A = Data not applicable

DNA = Data not available



**TABLE 7
DPA
2007 TOTAL COMPENSATION SURVEY
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT PAID BY EMPLOYER**

Agency	General Employees	Professional Employees	Supervisory / Management Employees
DPA	Retiree Only \$439 Medical \$35 Dental Retiree/Spouse \$823 Medical \$62 Dental Retiree/Family \$1,042 Medical \$90 Dental	N/A	N/A
State of Arizona	No contribution to retiree health	N/A	N/A
State of Indiana	N/A	N/A	N/A
State of Massachusetts	Retiree Only \$124 Medical, \$24 Dental Retiree/Spouse \$288 Medical, \$58 Dental Retiree/Family \$288 Medical, \$58 Dental	N/A	N/A
State of Montana	N/A	N/A	N/A
State of Nevada	Retiree Only \$360 Medical, Dental included Retiree/Spouse \$639, Dental included Retiree/Family \$530, Dental included	N/A	N/A
State of New Hampshire	Retiree Only < 65 \$834, 65+ \$413 Medical only Retiree/Spouse \$1,667 Medical only Retiree/Family \$2,251 Medical only	N/A	N/A
State of New Jersey	DNA	N/A	N/A
State of New York	Retiree Only \$412 Medical only Retiree/Spouse NA Retiree/Family \$862 only	N/A	N/A

TABLE 7
DPA
2007 TOTAL COMPENSATION SURVEY
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT PAID BY EMPLOYER

Agency	General Employees	Professional Employees	Supervisory / Management Employees
State of Ohio	Based on years of service	N/A	N/A
State of Oregon	Retiree Only \$60 Medical	N/A	N/A
State of Utah	Retiree Only \$388 Medical only Retiree/Spouse \$800 Medical only Retiree/Family \$1,068 Medical only	N/A	N/A
Federal Government	Retiree Only \$697	N/A	N/A

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All dollar amounts rounded to the nearest whole number



TABLE 8
2007 TOTAL COMPENSATION SURVEY
LEAVE PRACTICES GENERAL EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
DPA	10.5	10.5	15	15	18	18	19.5	19.5	21	21	12	No Max	14
State of Arizona	12	30	15	30	18	30	21	30	21	30	12	No max	10
State of Indiana	12	No max	15	No max	20	No max	20	No max	25	No max	9	No max	12
State of Massachusetts	12	DNA	15	DNA	20	DNA	20	DNA	25	DNA	15	DNA	11 13 in Suffolk Co.
State of Montana	15	15	15	30	18	36	21	42	24	48	12	No max	10.5
State of Nevada	15	30	15	30	18	30	21	30	21	30	15	No max	11
State of New Hampshire	12	12	15	32	18	38	18	38	21	44	15	120	10
State of New Jersey	12	12	12	24	15	30	20	40	25	50	15	DNA	13
State of New York	13	40	18	40	20	40	21	40	22	40	13	200	12
State of Ohio	10	30	15	45	20	60	22.5	67.5	25	75	10	No max	10
State of Oregon	12	DNA	15	DNA	18	DNA	21	DNA	24	325	12	No max	10+3 Personal
State of Utah	13	320	16.25	320	19.5	320	N/A	N/A	22.75	320	13	No max	11
Federal Government	13	240	13	240	17	240	17	240	20	240	13	No max	10

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2007 Total Compensation
Supplemental Out-of-State Survey

TABLE 9
DPA
2007 TOTAL COMPENSATION SURVEY
LONGEVITY, DEFERRED COMP, & INCENTIVE PAY

Agency	Longevity	Deferred Compensation	Incentive & Bonus Pay
DPA	N/A	N/A	N/A
State of Arizona	None	N/A	2.75% group performance pay
State of Indiana	None	\$15 per pay period	\$284 annual spot bonus
State of Massachusetts	Bargaining issue	N/A	None for general employees
State of Montana	1.5% @5 yrs; 2.0% @10 yrs; 2.0% @ 15 yrs; 2.0% @20 yrs; 1.5% @ 25 yrs; 1.5% @ 30 yrs. uninterrupted state service	N/A	N/A
State of Nevada	8 yrs.-\$75 semi-annual 10 yrs.-\$125 semi-annual 15 yrs.-\$275 semi-annual 20 yrs.-\$525 semi-annual 25 yrs.-\$800 semi-annual 30 yrs.+ \$1,175 semi-annual	N/A	N/A
State of New Hampshire	\$300 after 10yrs; and \$300 for each additional 5 yrs.	N/A	N/A
State of New Jersey	N/A	N/A	N/A
State of New York	5 yrs. \$750 annually 10 yrs. additional \$750 annually	N/A	N/A
State of Ohio	0.5% * # of years of service * 1 st step of pay range-starts at 5 years of service, max out at 20 years	N/A	N/A
State of Oregon	N/A	N/A	N/A
State of Utah	8+ yrs. service & at max salary receive 2.75% salary increase each year	1.5%	N/A
Federal Government	N/A	5%	N/A

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Supplemental Out-of-State Survey

TABLE 10 DPA 2007 TOTAL COMPENSATION SURVEY RECRUITMENT & RETENTION CONCERNS	
Agency	Recruitment & Retention
DPA	No Comments
State of Arizona	No Comments
State of Indiana	Motor Carrier class has retention problem because of low pay.
State of Massachusetts	Compliance Representative recruitment problem, want to hire a candidate with any degree.
State of Montana	No Comments
State of Nevada	Compliance Representative retention problems. Motor Carrier Sp. Are difficult to recruit & retain, salary problem.
State of New Hampshire	No Comments
State of New Jersey	Taxpayer Service Representatives are not difficult to recruit, but are difficult to retain because they work in call-in and walk-in centers and stress is high.
State of New York	No Comments
State of Ohio	No Comments
State of Oregon	No Comments
State of Utah	No Comments
Federal Government	No Comments

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